

DIMHRS ISSUE MATRIX

Category: CRITICAL PATH:This is an issue that will stop or have a major impact on the comprehensive analysis for DIMHRS and must be resolved quickly.
NON-CRITICAL PATH: This is a policy or procedure issue that will not impact the comprehensive analysis of DIMHRS, but will need to be resolved prior to development.
LAW INPUT: This is an issue that will require changes to public law in-order to use the full capability of the DIMHRS product.
POTENTIAL LAW INPUT: This is a potential issue that if approved will require changes to public law in-order to use the full capability of the DIMHRS product.
MISSION GAP: This is a process issue that will documents a PeopleSoft inability to provide a mission-essential functionality.
POTENTIAL MISSION GAP: This is a potential process issue that if approved will document a PeopleSoft inability to provide a mission-essential functionality.

Issue #	Issue Name	Issue Date	Issue Source	Category	Issue Recommendation	SVC/ Agency	Agency/Service Comments	Remarks
1	Non-Duty Day Depart-Return Improvement	7/12/01	Perform Member Support	Non-Critical Path	JIG Recommendation: Services should change their directives/references to make DoD and all Service references consistent with DoDD 1327.5. Recommend the Services change their directives/references to make DoD and all Service references consistent. Any concerns with the DoD Directive should be addressed with OUSD(MPP).	All		Recommendation accepted. Closed by ESC 25 April 02.

Issue #	Issue Name	Issue Date	Issue Source	Category	Issue Recommendation	SVC/ Agency	Agency/Service Comments	Remarks
2	Unit Commander Authority - Days of Emergency Leave	7/12/01	Provide Member Support	Non-Critical Path	Recommend Service regulations be modified to provide unit commanders the authority to approve up to 60 days of emergency leave with the caveat that no more than 30 days be advance leave, and no excess leave is authorized.	OSD	9/13/01. OSD OEPM DoDD 1327.5 does not indicate a limitation on emergency leave. It does indicate excess leave authorization in emergencies, provided all leave (regular+advance+excess) does not exceed 60 days.	6/4/02 Issue Targeted for Closure. This issue will be passed to the July ESC. Agency and Service concerns, if any, are due by noon, 1 July. Issue deferred until recommendation provided by P&R.
						DFAS	Concur	6/4/02 Issue Targeted for Closure. This issue will be passed to the July ESC. Agency and Service concerns, if any, are due by noon, 1 July. Issue deferred until recommendation provided by P&R.
						ARMY	1/10/02. Agree (with the Navy) this might potentially need to be discussed at the ESC, but it is too early to determine that with the limited information we have. Recommend Issue Focus Group -- Increased potential for out of service debt.	6/4/02 Issue Targeted for Closure. This issue will be passed to the July ESC. Agency and Service concerns, if any, are due by noon, 1 July. Issue deferred until recommendation provided by P&R.
						NAVY	9/13/01. Requires change in policy; recommend accept with approval of ESC. 1/10/02. Navy indicates potential ESC interest. For a number of these issues, there have been relevant MPP comments that may have not been seen by the ESC members. In several of the cases, it would appear that the MPP comments would close the issue. However, the ESC members would most likely want to hear the rational. Others that may need a policy change, while appearing to be headed for closure, need a final review by the ESC. The remaining issues, without a significant policy impact, were to be provided to the ESC on a short list with recommendation for approval. I believe this was the procedure outlined by VADM Tracey when the issue review process began. In this way, all issues would end up being approved by the ESC.	6/4/02 Issue Targeted for Closure. This issue will be passed to the July ESC. Agency and Service concerns, if any, are due by noon, 1 July. Issue deferred until recommendation provided by P&R.
						USAF	Concur Substantive: None Minor/Admin: - Allows commanders more tactical level flexibility. - AFI 36-3003 will be modified to allow unit commanders to authorize up to 60 days of emergency leave provided that no more than 30 days is advanced. - (ANG) AFI 36-3003, para 6.5.2 applies to ANG. 1/10/02. Support the Navy's proposal to raise ESC members' "visibility level" on all DIMHRS functional issues. Such a process should, as a minimum, provide a mechanism to document ESC review of all selected actions to resolve issues. For each issue reaching a defined "importance threshold," the process should provide an administrative mechanism to secure formal ESC approval of the course of action selected to resolve that issue. This issue may represent a good starting point for that.	6/4/02 Issue Targeted for Closure. This issue will be passed to the July ESC. Agency and Service concerns, if any, are due by noon, 1 July. Issue deferred until recommendation provided by P&R.
						USMC	No Response to Date	6/4/02 Issue Targeted for Closure. This issue will be passed to the July ESC. Agency and Service concerns, if any, are due by noon, 1 July. Issue deferred until recommendation provided by P&R.

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3	Minimize Collection of Accessions Personnel Documents	7/12/01	Access Enlisted Personnel	Non-Critical Path	Recommend MEPCOM and the Services change policy to validate information from individual documents and create the member record at the accession point. This will effectively reduce the need for source documentation in the record and minimize the need to provide copies of that information to the Service Reception Stations.	OSD	9/13/01. AP will organize a MEPCOM sponsored working group to address this issue.	6/4/02 Issue Targeted for Closure. This issue will be passed to the July ESC. Agency and Service concerns, if any, are due by noon, 1 July.
						DFAS	Concur	6/4/02 Issue Targeted for Closure. This issue will be passed to the July ESC. Agency and Service concerns, if any, are due by noon, 1 July.
						ARMY	Concur	6/4/02 Issue Targeted for Closure. This issue will be passed to the July ESC. Agency and Service concerns, if any, are due by noon, 1 July.
						NAVY	9/13/01. Accept as Written	6/4/02 Issue Targeted for Closure. This issue will be passed to the July ESC. Agency and Service concerns, if any, are due by noon, 1 July.
						USAF	4/11/02. Concur for Active Duty; Non-concur for Air Reserve Components Substantive: - AFR Comments: Reserve does not use the MEPCOM for anything other than physical and ASVAB testing. Reserve Recruiting determines applicant qualifications. - ANG Comments: Some ANG locations are far from the MEPS and it is cost prohibitive to process new recruits through them, collections is done by the unit Recruiter/Military Personnel Flight. If DoD directs Service Secretaries to use MEPS, ANG will need additional funds to pay for TDY and salary for recruits to go to MEPS. Minor/Admin: None	6/4/02 Issue Targeted for Closure. This issue will be passed to the July ESC. Agency and Service concerns, if any, are due by noon, 1 July.
						USMC	No Response to Date	6/4/02 Issue Targeted for Closure. This issue will be passed to the July ESC. Agency and Service concerns, if any, are due by noon, 1 July.
4	Automate Servicemen's Group Life Insurance (SGLI) Form	7/12/01	Support Deductions from Military Pay	Non-Critical Path	Recommend the current policy that requires a handwritten SGLI form be reviewed. Since all fields are contained within DIMHRS, the ability to move forward to a paperless environment is easily provided. This would require an OSD standard policy for all Service Components with regard to how they capture SGLI information.	OSD	9/13/01. Non-concur. DoD Policy not required. VA and Prudential are open to an automated form as long as it is legally defensible and the Services stand behind the data the system maintains. VA/OSGLI interface requirements must be met. SGLI form holds information that is not collected or maintained in Service Personnel Systems today. May be cost prohibitive to collect and store all information required. May want to consider scanning form.	Impact on cost needs to examined. Passed to JPMO for review and comment.
						DFAS	Change to interfacing system.	Impact on cost needs to examined. Passed to JPMO for review and comment.
						ARMY	Concur	Impact on cost needs to examined. Passed to JPMO for review and comment.
						NAVY	9/13/01. Accept as Written	Impact on cost needs to examined. Passed to JPMO for review and comment.
						USAF	4/11/02. Concur Substantive: None Minor/Admin: - Contingent on approval of electronic signature - Title 38 USC requires that SGLI is automatic for all eligible service members. However, the law also requires that those who wish to reduce or decline such coverage make such an election in writing. As such automating is unlikely without law changes.	Impact on cost needs to examined. Passed to JPMO for review and comment.
						USMC	No Response to Date	Impact on cost needs to examined. Passed to JPMO for review and comment.

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5	Automate Leave Request Process	7/12/01	Provide Member Support	Non-Critical Path	Recommend DIMHRS automate the leave request and approval process, allow for individual (self-service) access to DIMHRS for purposes of leave sign-out/sign-in, track the Person's (DoDHR) location via the travel itinerary, and enable easy documentation of requirements to extend or modify leave.	All		Recommendation accepted. Closed by ESC 24 January 02.
6	Automate Data for Payment of Retired Personnel, DD Form 2656	7/12/01	Retire Personnel	Non-Critical Path	JIG Recommendation: Automate the DD Form 2656 series and retain the capability to print the form to capture signatures. All forms that must be retained should be automated. If electronic signatures and authentication are allowed in the future, consider use for the Service member and other required signatories. Initial Recommendation: Recommend deletion of DD Form 2656 as DFAS pay information is integrated in DIMHRS Pers/Pay	All		Recommendation accepted. Closed by ESC 25 April 02.
7	Notification of Enlisted Heroism Pay Potential	7/12/01	Manage Recognition Programs	Non-Critical Path	Recommend DIMHRS identify and notify the enlisted member of all potential pay entitlements (heroism pay, etc) upon the member's retirement.	All		Recommendation accepted. Closed by ESC 24 January 02.
8	Pay Cycle	7/12/01	Compensation Policy and Procedures	Critical Path	Recommend that DoD not adopt a 2-week pay cycle for active duty members (includes Reserve and Guard members on active duty for more than 30 days). The current pay cycle should be maintained.	All		Recommendation accepted. Closed by ESC 24 January 02.
9	Pay Lag	7/12/01	Compensation Policy and Procedures	Non-Critical Path	Issue Focus Group recommends that DIMHRS not adopt a pay lag.	All		Recommendation accepted. Closed by ESC 24 January 02.
10	Fixed Paydays	7/12/01	Compensation	Potential Law Input	JIG Recommendation: Retain current paydays - close this issue.	All		Closed by ESC 25 April 02. MPP has submitted legislative proposal to change active duty military paydays to 15th and end-of-month (EOM). Services agree, recommendation approved by ESC: Change military paydays to 15th and EOM. NOTE: If legislative change cannot be implemented in time, DIMHRS can be implemented with old dates and changed when law permits. No impact on cost or schedule.
11	Visibility of Arriving Personnel	7/12/01	Support Specified Operations	Non-Critical Path	DIMHRS will provide a single source of information for military operations. Recommend that DoD standardize the format for the submission of information on arrival dates and time (e.g. mm/dd/yyyy, hh/min, UIC/RUC)	All		Recommendation accepted. Closed by ESC 24 January 02.
12	Visibility of Personnel in-theater supporting Special Operations	7/12/01	Support Specified Operations	Non-Critical Path	Recommend the Services change their policies to require support and tracking of everyone associated with an activated Specified Operation plan, regardless of the person's geographic location, or of his or her association with an active specified operation plan from pre-mobilization until final disassociation from the plan at demobilization.	All		Recommendation accepted. Closed by ESC 24 January 02.
13	Deploy a Subset of the DIMHRS Record	7/12/01	Support Specified Operations	Non-Critical Path	Recommend Services develop policy to deploy a subset of the DIMHRS record to perform personnel and pay functions while the individual is assigned or attached to duties in support of a Specified Operation. These files may be generated in the Deployable DIMHRS Module prior to deployment, or after they have arrived in the JOA. This deployed record would become part of the permanent record and archived for all non-military.	All		Recommendation accepted. Closed by ESC 24 January 02.
14	Maintain Historical Deployment Data	7/12/01	Support Specified Operations	Non-Critical Path	Recommend DIMHRS store a Service Member's deployment information (i.e., date/time of arrival, position, UIC (report to), geo-location, duty status) and that this information is available upon request.	All		Recommendation accepted. Closed by ESC 24 January 02.

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15	R&R Leave Travel - Space-Required Transportation	7/12/01	Support Specified Operations	Non-Critical Path	Recommend the Air Force Instruction be changed to bring their policy in line with the other Services, and require "space required" transportation for travel to and from a designated Rest and Recuperation area from a hostile fire/imminent danger area."	OSD	N/A	5/24/02 - Issue Targeted for Closure. This issue will be passed to the July ESC. Agency and Service concerns (if any) are due by noon, 1 July.
						DFAS	Concur	5/24/02 - Issue Targeted for Closure. This issue will be passed to the July ESC. Agency and Service concerns (if any) are due by noon, 1 July.
						ARMY	Concur-Air Force action only.	5/24/02 - Issue Targeted for Closure. This issue will be passed to the July ESC. Agency and Service concerns (if any) are due by noon, 1 July.
						NAVY	USAF Issue	5/24/02 - Issue Targeted for Closure. This issue will be passed to the July ESC. Agency and Service concerns (if any) are due by noon, 1 July.
						USAF	4/11/02. Concur Substantive: None Minor/Admin: - AFI 36-3003 change currently in progress - Correct paragraph reference is AFI 36-3003, para 4.1.13	5/24/02 - Issue Targeted for Closure. This issue will be passed to the July ESC. Agency and Service concerns (if any) are due by noon, 1 July.
						USMC	No Response to Date	5/24/02 - Issue Targeted for Closure. This issue will be passed to the July ESC. Agency and Service concerns (if any) are due by noon, 1 July.
16	Realignment of Administrative Control Shift for Assignments	7/12/01	Perform Strength Accounting	Non-Critical Path	Recommend Marine Corps Administrative and Operational accounting practices and procedures be aligned with the other Services. Change Marine Corps Directive to indicate the shift of administrative control and operational control upon arrival at a member's gaining unit.	OSD	N/A	5/24/02 - Issue Targeted for Closure. This issue will be passed to the July ESC. Agency and Service concerns (if any) are due by noon, 1 July.
						DFAS	Non-Concur. The recommended solution is for the losing command to maintain administrative control of a member until joined by the gaining command. It seems the opposite would be a better policy since the gaining command has more of an interest in the member at that point. The losing command has no stake in ensuring the member has reported and is on board at the new command. Pay products, notices should go to gaining command. Right now it all goes to detaching command and member is not given pay product or not informed of pay problems. Losing command does not feel responsible for informing member, they feel his gaining command will work issue when member arrives. Also would significantly reduce the number of members not reported in timely if gaining command was responsible for tracking member.	5/24/02 - Issue Targeted for Closure. This issue will be passed to the July ESC. Agency and Service concerns (if any) are due by noon, 1 July. DIMHRS will automatically notify losing command when member checks in at gaining command. Transactions to notify gaining command will not be required... check-in will automatically trigger all pay products and notices. The rationale provided in the comment does not apply to future environment.
						ARMY	Concur USMC Action only	5/24/02 - Issue Targeted for Closure. This issue will be passed to the July ESC. Agency and Service concerns (if any) are due by noon, 1 July.
						NAVY	N/A	5/24/02 - Issue Targeted for Closure. This issue will be passed to the July ESC. Agency and Service concerns (if any) are due by noon, 1 July.
						USAF	4/11/02. Concur Substantive: None Minor/Admin: None	5/24/02 - Issue Targeted for Closure. This issue will be passed to the July ESC. Agency and Service concerns (if any) are due by noon, 1 July.
						USMC	No Response To Date	5/24/02 - Issue Targeted for Closure. This issue will be passed to the July ESC. Agency and Service concerns (if any) are due by noon, 1 July. Pending USMC response and recommendation. No response to date.

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17	Reassignment for Prolonged Hospitalization	7/12/01	Perform Strength Accounting	Non-Critical Path	Recommend modifying Department policy to direct the Services to implement the appropriate guidelines for reassigning a person who is hospitalized for more than 30 days (if assigned/attached to a Specified Operation) or 60 days (if assigned to a regular "permanent" position. Recommend a two tier time limit be established for reassignment due to hospitalization: 1) A DoD affiliated Person assigned/attached to a Specified Operation ULN position who is expected to be hospitalized for greater than 30 days will be disassociated from that position for reassignment by the 31st day. 2) A DoD affiliated Person assigned to a regular "Permanent" position who is expected to be hospitalization greater than 60 days will be available for reassignment from that position by the 61st day.	OSD	9/13/01. In coordination with Services assignment policy folks/HA	5/24/02 - Issue Targeted for Closure. This issue will be passed to the July ESC. Agency and Service concerns (if any) are due by noon, 1 July.
						DFAS	Concur	5/24/02 - Issue Targeted for Closure. This issue will be passed to the July ESC. Agency and Service concerns (if any) are due by noon, 1 July.
						ARMY	1/10/02. Agree (with the Navy) this might potentially need to be discussed at the ESC, but it is too early to determine that with the limited information we have. 9/13/01. Recommend Issue Focus Group -- Do not understand two tiered system. Reassignments due to hospitalization are based on evacuation levels rather than number of days.	5/24/02 - Issue Targeted for Closure. This issue will be passed to the July ESC. Agency and Service concerns (if any) are due by noon, 1 July. Issue Focus Group -- TBD Issue deferred until AP provides recommendation.
						NAVY	Requires change in policy; recommend accept with approval of ESC Navy indicates potential ESC interest. For a number of these issues, there have been relevant MPP comments that may have not been seen by the ESC members. In several of the cases, it would appear that the MPP comments would close the issue. However, the ESC members would most likely want to hear the rational. Others that may need a policy change, while appearing to be headed for closure, need a final review by the ESC. The remaining issues, without a significant policy impact, were to be provided to the ESC on a short list with recommendation for approval. I believe this was the procedure outlined by VADM Tracey when the issue review process began. In this way, all issues would end up being approved by the ESC.	5/24/02 - Issue Targeted for Closure. This issue will be passed to the July ESC. Agency and Service concerns (if any) are due by noon, 1 July.
						USAF	Concur Substantive: None Minor/Admin: ANG doesn't reassign member in hospital; instead, annotate system duty status. AFI 36-211 does not apply to ANG. ANG uses ANGI 36-2101. 1/10/02. Support the Navy's proposal to raise ESC members' "visibility level" on all DIMHRS functional issues. Such a process should, as a minimum, provide a mechanism to document ESC review of all selected actions to resolve issues. For each issue reaching a defined "importance threshold," the process should provide an administrative mechanism to secure formal ESC approval of the course of action selected to resolve that issue. This issue may represent a good starting point for that.	5/24/02 - Issue Targeted for Closure. This issue will be passed to the July ESC. Agency and Service concerns (if any) are due by noon, 1 July.
						USMC	No Response to Date	5/24/02 - Issue Targeted for Closure. This issue will be passed to the July ESC. Agency and Service concerns (if any) are due by noon, 1 July.
18	Time Limit for Submitting Heroism/Valor Awards	7/12/01	Manage Recognition Programs	Non-Critical Path	JIG Recommendation: This issue will have no impact on DIMHRS. OUSD(FMP/MPP) will review the law and determine whether previous laws have been repealed, leaving the Services with no specified time period for submission/award of Heroism/Valor Awards.	All		Recommendation accepted. Closed by ESC 25 April 02.

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19	Cross - Service HR Support	7/12/01	Support Specified Operations	Non-Critical Path	Recommend Services agree to support a common core suite of personnel and pay functions using a common set of business rules. Individuals will be able to go to any Service's personnel activity and receive the needed support. This will result in a smaller requirement for Service support staff in support of a Joint requirement as well as provide more accessible service to members. Detailed descriptions of specific tasks will be defined in the comprehensive analysis of each functional/business area.	DFAS	Concur: ORD reference is page 4-4, para. 4.1.7. Cross training and on-line help for Service unique policies would expand the number of functions that could be cross-served. Closed Status Comment: Concur 1/10/02. Additional Comment: This core suite of personnel should consist of individuals with pay expertise and individuals with personnel expertise.	5/24/02 - Issue Targeted for Closure. This issue will be passed to the July ESC. Agency and Service concerns (if any) are due by noon, 1 July. IFG conducted 29 Oct. - 1 Nov.Internal worksessions conducted 4 December, 7 January, and 22-23 Jan. Report Released 5 February. Service comments due 7 March.
						ARMY	Concur	5/24/02 - Issue Targeted for Closure. This issue will be passed to the July ESC. Agency and Service concerns (if any) are due by noon, 1 July. IFG conducted 29 Oct. - 1 Nov.Internal worksessions conducted 4 December, 7 January, and 22-23 Jan. Report Released 5 February. Service comments due 7 March.
						NAVY	9/13/01. Requirement in ORD	5/24/02 - Issue Targeted for Closure. This issue will be passed to the July ESC. Agency and Service concerns (if any) are due by noon, 1 July. IFG conducted 29 Oct. - 1 Nov.Internal worksessions conducted 4 December, 7 January, and 22-23 Jan. Report Released 5 February. Service comments due 7 March.
						USAF	Concur w/comment Substantive: Concur with the concept of cross-service capability. Non-concur with the statement that Services change policies to provide a common core suite of personnel and pay functions using common business rules. Each policy identified for cross servicing needs to be reviewed individually. In some cases the decision to have separate or unique service or reserve component policy and business rules may make more sense. Minor/Admin: Suggest adding words "when it makes sense" to end of first sentence in "Recommendation".	5/24/02 - Issue Targeted for Closure. This issue will be passed to the July ESC. Agency and Service concerns (if any) are due by noon, 1 July. IFG conducted 29 Oct. - 1 Nov.Internal worksessions conducted 4 December, 7 January, and 22-23 Jan. Report Released 5 February. Service comments due 7 March.
						USMC	No Response to Date	5/24/02 - Issue Targeted for Closure. This issue will be passed to the July ESC. Agency and Service concerns (if any) are due by noon, 1 July. IFG conducted 29 Oct. - 1 Nov.Internal worksessions conducted 4 December, 7 January, and 22-23 Jan. Report Released 5 February. Service comments due 7 March.
20	Standardize Separation Program Designator (SPD) Code on DD Form 214.	7/12/01	Discharge Personnel	Non-Critical Path	Recommend that DIMHRS provide interim SPD code changes when required to ensure consistent standardization while standard codes are being updated.	All		Recommendation accepted. Closed by ESC 24 January 02.
21	Track Personnel in the Area of Operations (AOR)	7/12/01	Support Specified Operations	Non-Critical Path	Recommend Establishing a DoD policy to track DoD affiliated personnel within an AOR.	All		Recommendation accepted. Closed by ESC 24 January 02.
22	Automate Manual Notification	7/12/01	Support Specified Operations	Non-Critical Path	Recommend DIMHRS maintain address lists and automatically notify appropriate losing organization, other offices or agencies of member's arrival to new duty assignment, temporary duty location and/or deployed location.	All		Recommendation accepted. Closed by ESC 24 January 02.
23	Time in Service Retirement Criteria	7/12/01	Retire Personnel	Law Input	Recommend Title 10 be modified to address all Services collectively instead of addressing the Navy separately.	All		Recommendation accepted. Closed by ESC 24 January 02.

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24	Time on Duty Station Retirement Eligibility Criteria	7/12/01	Retire Personnel	Non-Critical Path	Recommend that DoD have a standard "time on station" retirement eligibility criteria from which the Services can modify existing directives/references and maintain consistency between all Services, particularly in a Joint environment.	OSD	9/13/01. In coordination with Services Assignment Policy folks	Issue deferred until AP provides recommendation.
						DFAS	Concur	Issue deferred until AP provides recommendation.
						ARMY	1/10/02. Agree (with the Navy) this might potentially need to be discussed at the ESC, but it is too early to determine that with the limited information we have. 9/13/01. Recommend Issue Focus Group - Recommend adopting the Army standard. (Note: Issue status is "working").	Issue Focus Group -- TBD Issue deferred until AP provides recommendation.
						NAVY	1/10/02. Navy indicates potential ESC interest. For a number of these issues, there have been relevant MPP comments that may have not been seen by the ESC members. In several of the cases, it would appear that the MPP comments would close the issue. However, the ESC members would most likely want to hear the rational. Others that may need a policy change, while appearing to be headed for closure, need a final review by the ESC. The remaining issues, without a significant policy impact, were to be provided to the ESC on a short list with recommendation for approval. I believe this was the procedure outlined by VADM Tracey when the issue review process began. In this way, all issues would end up being approved by the ESC. 9/13/01. Requires change in policy; recommend accept with approval of ESC	Issue deferred until AP provides recommendation.
						USAF	4/11/02. Non-concur Substantive: - Alternative Recommendation. This is a policy issue that should be addressed separately. If OSD and the Services determine a standard "time on station" is required, then a requirement should be established in DIMHRS. Minor/Admin: None	Issue deferred until AP provides recommendation.
						USMC	No Response to Date	Issue deferred until AP provides recommendation.
25	Generate Retirement Action Checklist	7/12/01	Retire Personnel	Non-Critical Path	Recommend that DIMHRS have the capability to automatically generate a checklist to record the completion of each required task during the retirement process.	All		Recommendation accepted. Closed by ESC 24 January 02.

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26	Standardize Date of Initial Entry for Enlisted Personnel	7/12/01	Access Enlisted Personnel	Non-Critical Path	Recommend Services adopt a standard definition for "initial date of entry into a Service component for enlisted members." Recommend the definition be the date on which the DD Form 4 is signed.	DFAS	Concur: This is also important to military pay. Whatever date is used is the date military pay starts payment.	The larger issue may be the inconsistencies in all key document dates and the impact on pay (e.g. start/stop based on a specified date such as Active Duty date or accession date).
						ARMY	Concur	The larger issue may be the inconsistencies in all key document dates and the impact on pay (e.g. start/stop based on a specified date such as Active Duty date or accession date).
						NAVY	9/13/01. Accept. JR&IO Functional Data Work Group action.	The larger issue may be the inconsistencies in all key document dates and the impact on pay (e.g. start/stop based on a specified date such as Active Duty date or accession date).
						USAF	Concur Substantive: None Minor/Admin: This issue only addresses entry date to a component. Does the date for initial entry to military service, vice component, need to be addressed as well?	The larger issue may be the inconsistencies in all key document dates and the impact on pay (e.g. start/stop based on a specified date such as Active Duty date or accession date).
						USMC	No Response to Date	The larger issue may be the inconsistencies in all key document dates and the impact on pay (e.g. start/stop based on a specified date such as Active Duty date or accession date).
27	Standardize Active Duty Begin Date	7/12/01	Access Enlisted Personnel	Non-Critical Path	Recommend Services adopt a standard definition for the member's initial enlistment date (date on which the DD Form 4 is signed if for active service, date of active duty orders if initial entry was into a reserve component).	DFAS	Concur: Isn't this the same as the item 20 above?	Refer to Comprehensive Analysis. The larger issue may be the inconsistencies in all key document dates and the impact on pay (e.g. start/stop based on a specified date such as Active Duty date or accession date).
						ARMY	Concur	Refer to Comprehensive Analysis. The larger issue may be the inconsistencies in all key document dates and the impact on pay (e.g. start/stop based on a specified date such as Active Duty date or accession date).
						NAVY	9/13/01. Accept. JR&IO Functional Data Work Group action.	Refer to Comprehensive Analysis. The larger issue may be the inconsistencies in all key document dates and the impact on pay (e.g. start/stop based on a specified date such as Active Duty date or accession date).
						USAF	4/11/02. Concur for Active Duty; Non-concur for Air Reserve Components Substantive: - AFR comments: There can be two separate dates in the Reserve Component if a member performs IDT prior to IADT, per Title 37, Sec 205. - Recommend "initial Entry Date" for the Reserve Components remain as stated in the law - initial entry is the start of a period of active duty "unless the member performs inactive duty training before beginning service on active duty or active duty training." - ANG comments: Non-concur with use of DD FM 4 sign date or date of orders. If this equates to the current Total Active Federal Military Service Date, the date could not always be DD FM 4 sign date or date of orders. ANG personnel can go on and off active status (AGR/Stat Tour) and the date gets readjusted for breaks. Minor/Admin: None	Refer to Comprehensive Analysis. The larger issue may be the inconsistencies in all key document dates and the impact on pay (e.g. start/stop based on a specified date such as Active Duty date or accession date).
						USMC	No Response to Date	Refer to Comprehensive Analysis. The larger issue may be the inconsistencies in all key document dates and the impact on pay (e.g. start/stop based on a specified date such as Active Duty date or accession date).

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28	Minimize Security Data Collection for Personnel Assigned to Unclassified Position	7/12/01	Access Enlisted Personnel	Non-Critical Path	Recommend a policy change to minimize the security clearance data requirements to be collected and submitted for those individuals whose accession job does not require a security clearance. This would minimize data collection and entry for the recruiter or Service Representative capturing recruit data.	OSD	No Comment	Not needed for IOC. The JR&IO will research this issue and provide additional information to the JIG.
						DFAS	Concur	Not needed for IOC. The JR&IO will research this issue and provide additional information to the JIG.
						ARMY	1/10/02. Agree (with the Navy) this might potentially need to be discussed at the ESC, but it is too early to determine that with the limited information we have. 9/13/01. Recommend Issue Focus Group - Seems counter intuitive to the purpose of having one-time initial data population for DIMHRS.	Not needed for IOC. The JR&IO will research this issue and provide additional information to the JIG.
						NAVY	1/10/02. Navy indicates potential ESC interest. For a number of these issues, there have been relevant MPP comments that may have not been seen by the ESC members. In several of the cases, it would appear that the MPP comments would close the issue. However, the ESC members would most likely want to hear the rational. Others that may need a policy change, while appearing to be headed for closure, need a final review by the ESC. The remaining issues, without a significant policy impact, were to be provided to the ESC on a short list with recommendation for approval. I believe this was the procedure outlined by VADM Tracey when the issue review process began. In this way, all issues would end up being approved by the ESC. 9/13/01. Requires change in policy; recommend accept with approval of ESC	Not needed for IOC. The JR&IO will research this issue and provide additional information to the JIG.
						USAF	4/11/02. Concur w/comment Substantive: -Recommend IFG. All members must have a background check. This needs to begin immediately. The requirements and process needs to be further studied with the Recruiting and Security experts. Minor/Admin: None	Not needed for IOC. The JR&IO will research this issue and provide additional information to the JIG.
						USMC	No Response to Date	Not needed for IOC. The JR&IO will research this issue and provide additional information to the JIG.

Issue #	Issue Name	Issue Date	Issue Source	Category	Issue Recommendation	SVC/ Agency	Agency/Service Comments	Remarks
29	Automate/Modify Arrival Task List	7/12/01	Provide Member Support	Non-Critical Path	JIG Recommendation: Recommend DIMHRS have the capability to generate/produce a standardized inprocessing task list for each DoD affiliated Person arrival. Tasks would include but are not limited to inprocessing housing, finance, transportation, unit, security, medical, dental, personnel and installation (military police, library, etc).	OSD	9/13/01. Concur	4/23/02 JR&IO Remarks: Keep this issue open and conduct an IFG to determine a core task list common to all Services. Targeted for closure. The closed issue will be passed to the 24 April ESC. Agency and Service concerns (if any) are due by noon, 4 April for presentation to the ESC. Intent is to provide a generic checklist that can modified/updated to fit Service and installation requirements. There is no intent to restrict installations to a specific set of items.
						DFAS	4/11/02. Concur with recommendation to close this targeted issue. Concur. Should be UA1	4/23/02 JR&IO Remarks: Keep this issue open and conduct an IFG to determine a core task list common to all Services. Targeted for closure. The closed issue will be passed to the 24 April ESC. Agency and Service concerns (if any) are due by noon, 4 April for presentation to the ESC. Intent is to provide a generic checklist that can modified/updated to fit Service and installation requirements. There is no intent to restrict installations to a specific set of items.
						ARMY	4/11/02. The Army concurs with the JR&IO's disposition. 9/13/01. Recommend Issue Focus Group -- Installations must have capability for unique inprocessing requirements. (Note: Issue status is "working").	4/23/02 JR&IO Remarks: Keep this issue open and conduct an IFG to determine a core task list common to all Services. Targeted for closure. The closed issue will be passed to the 24 April ESC. Agency and Service concerns (if any) are due by noon, 4 April for presentation to the ESC. Intent is to provide a generic checklist that can modified/updated to fit Service and installation requirements. There is no intent to restrict installations to a specific set of items.
						NAVY	4/11/02. Concur w/comment. Recommend Issue Focus Group (IFG) to review ability to preserve needed Service variations to task list. 9/13/01. Accept as Written	4/23/02 JR&IO Remarks: Keep this issue open and conduct an IFG to determine a core task list common to all Services. Targeted for closure. The closed issue will be passed to the 24 April ESC. Agency and Service concerns (if any) are due by noon, 4 April for presentation to the ESC. Intent is to provide a generic checklist that can modified/updated to fit Service and installation requirements. There is no intent to restrict installations to a specific set of items.
						USAF	Concur w/comment Substantive: Concur that master list of all available in-processing tasks be developed in DIMHRS; however, each Service Component, MAJCOM, etc should have the capability to choose tasks from that list based on individual organization requirements verses thumbing through numerous non-applicable items. The ability to expeditiously modify the list is essential. Recommend IFG. Minor/Admin: IFG needs to determine what should be included on the list with the local option by personnelists to print	4/23/02 JR&IO Remarks: Keep this issue open and conduct an IFG to determine a core task list common to all Services. Targeted for closure. The closed issue will be passed to the 24 April ESC. Agency and Service concerns (if any) are due by noon, 4 April for presentation to the ESC. Intent is to provide a generic checklist that can modified/updated to fit Service and installation requirements. There is no intent to restrict installations to a specific set of items.
						USMC	4/11/02. Concur with comment. Recommend expanding the recommendation to include the capability for units to add or delete items in this list based on local	4/23/02 JR&IO Remarks: Keep this issue open and conduct an IFG to determine a core task list common to all Services.

Issue #	Issue Name	Issue Date	Issue Source	Category	Issue Recommendation	SVC/ Agency	Agency/Service Comments	Remarks
							requirements.	Targeted for closure. The closed issue will be passed to the 24 April ESC. Agency and Service concerns (if any) are due by noon, 4 April for presentation to the ESC. Intent is to provide a generic checklist that can modified/updated to fit Service and installation requirements. There is no intent to restrict installations to a specific set of items.
30	Electronically Identify Persons	7/12/01	Maintain Personnel Information	Non-Critical Path	JIG Recommendation: This is required by the ORD. DIMHRS will and store a specified form of physical identification (Common Access Card (CAC) type of identification, or some version of the PKI access) for all DoD affiliated Personnel. Recommend that DIMHRS accept and store a specified form of physical identification for all DoD affiliated Personnel.	All		Recommendation accepted. Closed by ESC 25 April 02.
31	Electronically Verify Projected Arrivals	7/12/01	Provide Member Support	Non-Critical Path	Recommend that DIMHRS automatically verify all actual arrivals against projected arrivals stored in DIMHRS.	All		Recommendation accepted. Closed by ESC 24 January 02.
32	Standard Identification Number	7/12/01	Maintain Personnel Information	Non-Critical Path	Recommend that DIMHRS have a person identifier based on SSN (or a pseudo-SSN) and the concatenation of a letter to identify persons with no US SSN.	All		Recommendation accepted. Closed by ESC 24 January 02.
33	Update Appointment List	7/12/01	Manage Physical Readiness Information	Non-Critical Path	Recommend DIMHRS have the capability to maintain standard appointment lists for members who need appointments for personnel and pay services.	All		Recommendation accepted. Closed by ESC 24 January 02.
34	Automatically populate DD FORM 214 IN	7/12/01	Discharge Personnel	Non-Critical Path	Recommend DIMHRS be the primary source for information needed to automatically populate the DD Form 214.	DFAS	Concur	6/04/02 - Issue Targeted for Closure. This issue will be passed to the July ESC. Agency and Service concerns (if any) are due by noon, 1 July.
						ARMY	Concur	6/04/02 - Issue Targeted for Closure. This issue will be passed to the July ESC. Agency and Service concerns (if any) are due by noon, 1 July.
						NAVY	9/13/01. Accept as Written	6/04/02 - Issue Targeted for Closure. This issue will be passed to the July ESC. Agency and Service concerns (if any) are due by noon, 1 July.
						USAF	Concur Substantive: None Minor/Admin: None	6/04/02 - Issue Targeted for Closure. This issue will be passed to the July ESC. Agency and Service concerns (if any) are due by noon, 1 July.
						USMC	No Response to Date	6/04/02 - Issue Targeted for Closure. This issue will be passed to the July ESC. Agency and Service concerns (if any) are due by noon, 1 July.
35	Automate Forms	7/12/01	Provide Unit Support	Non-Critical Path	Recommend DIMHRS automate all documents and reports and maintain them in an automated format; only printing those which are required in hard copy by law or regulation.	All		Recommendation accepted. Closed by ESC 24 January 02.
36	Data Summary Generation	7/12/01	Maintain Unit Readiness Data	Non-Critical Path	Recommend DIMHRS have the capability to display personnel information in a summary format .	All		Recommendation accepted. Closed by ESC 24 January 02.
37	Notification of Cancelled Appointments	7/12/01	Manage Physical Readiness Information	Non-Critical Path	Recommend DIMHRS have the capability to automatically notify appropriate organizations/ agencies of changes or cancellations of appointments on the personnel and pay services appointment list.	All		Recommendation accepted. Closed by ESC 24 January 02.
38	Notification of Enlistment Contract Requirement	7/12/01	Manage Careers	Non-Critical Path	Recommend DIMHRS have the capability to notify a member of the status of a current contract as related to the requested effective date of retirement/separation and inform the member of "eligible" or "eligible with waiver" for the retirement action.	All		Recommendation accepted. Closed by ESC 24 January 02.

Issue #	Issue Name	Issue Date	Issue Source	Category	Issue Recommendation	SVC/ Agency	Agency/Service Comments	Remarks
39	Notification of Deleted Coordination Addressee	7/12/01	Manage Careers	Non-Critical Path	Recommend DIMHRS have the capability to automatically notify the member's personnel office and originator of DIMHRS action if a coordination addressee has been deleted from a coordination list for actions that are currently being worked.	All		Recommendation accepted. Closed by ESC 24 January 02.
40	Notification of Retirement Eligibility and Election	7/12/01	Retire Personnel	Non-Critical Path	JIG Recommendation: DIMHRS will have the capability to notify a member of retirement eligibility or that the retirement action has been approved and that the member is required to make selected retirement elections.	All		Recommendation accepted. Closed by ESC 25 April 02.
41	Notification of Waiver Requirement	7/12/01	Promote Personnel	Non-Critical Path	Recommend DIMHRS have the capability to notify the member and sender of a waiver requirement for a requested action based on an automated eligibility check. .	All		Recommendation accepted. Closed by ESC 24 January 02.
42	Prevent Submission for Ineligible Action	7/12/01	Promote Personnel	Non-Critical Path	Recommend DIMHRS identify ineligible applications for retirement from a member based on screening the members qualifications against criteria and notify the member of the ineligibility reason. Members may then automatically request waivers.	All		Recommendation accepted. Closed by ESC 24 January 02.
43	Prevent Submission of Redundant Applications	7/12/01	Promote Personnel	Non-Critical Path	Recommend DIMHRS reject an application for retirement from a member based upon a "submitted" or "approved" application that may already exist. Members should be allowed to modify existing applications.	All		Recommendation accepted. Closed by ESC 24 January 02.
44	Provide Electronic Interface to External Agencies	7/12/01	Discharge Personnel	Non-Critical Path	Recommend DIMHRS exchange DoD affiliated person information with authorized external organizations/agencies. The capability will be for the external organization/agencies to access and pull information as required.	All		Recommendation accepted. Closed by ESC 24 January 02.
45	Automate Retirement Eligibility Verification	7/12/01	Retire Personnel	Non-Critical Path	JIG Recommendation: DIMHRS will compare the DoD affiliated person information to that of the established criteria and provide notification to the user if the Service Member is eligible for retirement.	All		Recommendation accepted. Closed by ESC 25 April 02.
46	Identification Device Generation from DIMHRS	7/12/01	Provide Member Support	Non-Critical Path	Recommend DIMHRS generate and issue on-site both supplemental ID devices and ID cards. The ability to produce DEERS-controlled ID cards will be accomplished through an interface with the DEERS system.	OSD	No comment	This issue is premature for consideration.
						DFAS	Concur	This issue is premature for consideration.
						ARMY	9/13/01. Recommend Issue Focus Group -- Resolve conflict/duplication of other initiatives, e.g. Common Access Card, PKI.	This issue is premature for consideration.
						NAVY	Accept. Relates to the Common Access Card.	This issue is premature for consideration.
						USAF	Concur w/comment Substantive: Concur with the general concept; however, need to clarify requirement--recommend IFG. Minor/Admin:	This issue is premature for consideration.
						USMC	No Response to Date	This issue is premature for consideration.

Issue #	Issue Name	Issue Date	Issue Source	Category	Issue Recommendation	SVC/ Agency	Agency/Service Comments	Remarks
47	Component Change Process	7/12/01	Discharge Personnel	Non-Critical Path	Recommend that DoD policy be changed to reflect that members not be discharged from one component to another, but be processed for a component change.	OSD	May require change in Law and/or legal review. OEPM will review the legislation and in concert w/Reserve Affairs and General Counsel, determine what needs to be done.	Pending OSD review. This recommendation is not intended to interfere with the legal requirements for discharging a member from one component, but is intended to affect the discharge process (status change). Potential IFG topic.
						DFAS	Concur	Pending OSD review. This recommendation is not intended to interfere with the legal requirements for discharging a member from one component, but is intended to affect the discharge process (status change). Potential IFG topic.
						ARMY	1/10/02. Agree (with the Navy) this might potentially need to be discussed at the ESC, but it is too early to determine that with the limited information we have. 9/13/01. Recommend Issue Focus Group - May require change to Law. (Note: Issue status is "working"). Still recommend IFG.	Pending OSD review. This recommendation is not intended to interfere with the legal requirements for discharging a member from one component, but is intended to affect the discharge process (status change). Potential IFG topic.
						NAVY	9/13/01. Requires change in law; recommend accept with approval of ESC Navy indicates potential ESC interest. For a number of these issues, there have been relevant MPP comments that may have not been seen by the ESC members. In several of the cases, it would appear that the MPP comments would close the issue. However, the ESC members would most likely want to hear the rational. Others that may need a policy change, while appearing to be headed for closure, need a final review by the ESC. The remaining issues, without a significant policy impact, were to be provided to the ESC on a short list with recommendation for approval. I believe this was the procedure outlined by VADM Tracey when the issue review process began. In this way, all issues would end up being approved by the ESC.	Pending OSD review. This recommendation is not intended to interfere with the legal requirements for discharging a member from one component, but is intended to affect the discharge process (status change). Potential IFG topic.
						USAF	Concur w/comment Substantive: Concur w/premise, but recommend IFG and review of legal issues. Current produced documentation gives members legal proof of service/sep/discharge Minor/Admin: 1/10/02. Support the Navy's proposal to raise ESC members' "visibility level" on all DIMHRS functional issues. Such a process should, as a minimum, provide a mechanism to document ESC review of all selected actions to resolve issues. For each issue reaching a defined "importance threshold," the process should provide an administrative mechanism to secure formal ESC approval of the course of action selected to resolve that issue. This issue may represent a good starting point for that.	Pending OSD review. Pending OSD review. This recommendation is not intended to interfere with the legal requirements for discharging a member from one component, but is intended to affect the discharge process (status change). Potential IFG topic.
						USMC	No Response to Date	Pending OSD review. This recommendation is not intended to interfere with the legal requirements for discharging a member from one component, but is intended to affect the discharge process (status change). Potential IFG topic.

Issue #	Issue Name	Issue Date	Issue Source	Category	Issue Recommendation	SVC/ Agency	Agency/Service Comments	Remarks
48	Generate Deployment Check List	7/12/01	Support Specified Operations	Non-Critical Path	Recommend that DIMHRS generate a standardized Deployment Checklist that can be used as a common basis for Service Deployment Processing. Services should have the capability adding or deleting items on the list except those identified as required for OSD or Joint activities.	All		Recommendation accepted. Closed by ESC 24 January 02.
49	Visually Identify Member with Digital Photograph	7/12/01	Maintain Personnel Information	Non-Critical Path	Recommend that DIMHRS have the capability to accept and store a specific form of physical identification for all DoD affiliated Personnel.	All		Deleted 11/29/01.
50	Self-Service for Entry into DIMHRS	7/11/01	Provide Member Support IFG	Non-Critical Path	Recommend that selected information requirements be approved for direct data entry by the member (e.g. phone numbers, home address, mailing address, generate leave request, signing in/out on leave). This should be reviewed as part of specialized workshop focusing on self-service. A working group meeting was held on October 9, 2001. The first report was published on 19 Oct. and distributed for comment on 29 Oct. Comments are due 30 Nov. 2001.	All		Recommendation accepted. Closed by ESC 24 January 02.
51	PeopleSoft pro-rated pay computations for active duty members are inconsistent with current DoD calculations	11/28/01	Initial Analysis Team Issue	Non-Critical Path	JIG Recommendation: Issue no longer relevant for implementation of DIMHRS because PeopleSoft can support all methods. However, best practices would still indicate change to better pro-ration approach (based on number of days in month for active duty pay). Recommend legislation to allow best practice. There is no impact on DIMHRS-it can be changed at any time.	ARMY	2/14/02. Concur	This issue should be referred to Comprehensive Analysis to ensure that Global will address pay computations and validate that this is no longer an issue.
52	Language Proficiency Rating for Listening	11/28/01	Initial Analysis Team Issue	Non-Critical Path	Utilize PeopleSoft Translator field to indicate Language Listening Proficiency	ARMY	2/14/02. Concur	5/23/02 - Research shows that PeopleSoft can provide Language Listening Proficiency, however, this issue should be passed to the JPMO for specific product review. The JR&IO will research this issue and provide additional information to the JIG.
						USAF	Nonconcur Substantive: The vast majority of individuals with foreign language skill in the AF are tested in listening and reading proficiency. Foreign Language Proficiency Pay is paid based on a scale of 0-5 in each of these skills (in 0.5 increments); thus there are 10 proficiency levels in listening IAW Joint Regulations (AFJI 14-107, AR 350-20, OPNVINST 1550.7B, MCO 1550.4D). Tasking requests and assignment use this same scale. The AF must be able to delineate listening proficiency levels beyond a "yes/no" alternative. Suggested Alternative: Use the existing field to record speaking, reading, and listening skills by redesignating the existing Read, Write and Speak ratings to match the skills required by the AF. Minor/Admin: None.	5/23/02 - Research shows that PeopleSoft can provide Language Listening Proficiency, however, this issue should be passed to the JPMO for specific product review. The JR&IO will research this issue and provide additional information to the JIG.

Issue #	Issue Name	Issue Date	Issue Source	Category	Issue Recommendation	SVC/ Agency	Agency/Service Comments	Remarks
53	Electronic Signatures	11/28/01	Initial Analysis Team Issue	Non-Critical Path	Leverage Electronic Signatures on Contracts and specified documents. (See issue 61 for related SGLI issue). Issue Expanded per JIG request (12/13/01) to capture generic electronic signature requirements. Issue name and text changed to expand from the concept of contracts only.	ARMY	2/14/02. Need Clarification. Types of contract not clearly defined.	Pending OSD input on issue 61. Issue is addressing electronic contracts and electronic documents requiring member signature. Specific contracts being addressed are enlistment/commissioning and benefits documents.
						USAF	Concur Substantive: None. Minor/Admin: None.	Pending OSD input on issue 61. Issue is addressing electronic contracts and electronic documents requiring member signature. Specific contracts being addressed are enlistment/commissioning and benefits documents.
54	Use SSN or Auto Generate PeopleSoft Employee ID Number (EMPLID)	11/28/01	Initial Analysis Team Issue	Non-Critical Path	Use SSN as EMPLID. Recommend that DIMHRS have a person identifier based on SSN (or a pseudo-SSN) and the concatenation of a letter to identify persons with no US SSN. This will ensure Service members do not have to maintain an ID number other than their SSN to more efficiently access their DIMHRS record.	All		Same as issue #32, Standard ID Number. Deleted 1/9/02

Issue #	Issue Name	Issue Date	Issue Source	Category	Issue Recommendation	SVC/ Agency	Agency/Service Comments	Remarks
55	PeopleSoft does not limit number of Member Discretionary Third-Party Allotments	11/28/01	Initial Analysis Team Issue	Mission Gap	JIG Recommendation: The number of allotments should be limited only by the member's available pay.	DFAS	4/11/02. Non-concur. This recommendation will increase DFAS charges to the military services. The services are charged for each allotment (cost of producing/delivering the check or EFT, resolving returned allotments, change addresses, starts/stops etc). We should encourage service members to utilize their banking institution to distribute funds as needed rather than increase costs to their military service.	4/23/02 This Issue will remain open for further analysis. Targeted for closure. The closed issue will be passed to the 24 April ESC. Agency and Service concerns (if any) are due by noon, 4 April for presentation to the ESC.
						ARMY	4/11/02. The Army concurs with the JR&IO's disposition. 2/14/02. Concur	4/23/02 This Issue will remain open for further analysis. Targeted for closure. The closed issue will be passed to the 24 April ESC. Agency and Service concerns (if any) are due by noon, 4 April for presentation to the ESC. Per DFAS input on issue 59 (Allotment Amount Limitations), the number of allotments should be limited only by the member's available pay.
						NAVY	4/11/02. Concur	4/23/02 This Issue will remain open for further analysis. Targeted for closure. The closed issue will be passed to the 24 April ESC. Agency and Service concerns (if any) are due by noon, 4 April for presentation to the ESC.
						USAF	Concur Substantive: None. Minor/Admin: None.	4/23/02 This Issue will remain open for further analysis. Targeted for closure. The closed issue will be passed to the 24 April ESC. Agency and Service concerns (if any) are due by noon, 4 April for presentation to the ESC. Per DFAS input on issue 59 (Allotment Amount Limitations), the number of allotments should be limited only by the member's available pay.
						USMC	4/11/02. Concur with recommendation.	4/23/02 This Issue will remain open for further analysis. Targeted for closure. The closed issue will be passed to the 24 April ESC. Agency and Service concerns (if any) are due by noon, 4 April for presentation to the ESC.
56	Local Tax for Reserve Members	11/28/01	Initial Analysis Team Issue	Mission Gap	JIG Recommendation: Implement local tax withholding for Reserve Members.	All		Recommendation accepted. Closed by ESC 25 April 02.
57	Active Duty Pay Frequency	11/28/01	Initial Analysis Team Issue	Non-Critical Path	JIG Recommendation: Adopt a Semi-Monthly Pay Plan for all Services.	All		Recommendation accepted. Closed by ESC 25 April 02. Note: Air Force has voiced a preference to maintain the monthly pay option active duty for Air Force members. DIMHRS Core will provide a Semi-Monthly Pay for all Services. Cost and impact for maintaining a Monthly option for the Air Force is under investigation and subject to Service preference policy.

Issue #	Issue Name	Issue Date	Issue Source	Category	Issue Recommendation	SVC/ Agency	Agency/Service Comments	Remarks
58	Leave Accrual Calendar Year vs. Fiscal Year	11/28/01	Initial Analysis Team Issue	Potential Law Input	JIG Recommendation: Global can accommodate fiscal year leave accrual. Recommend DoD continue using fiscal year military leave accrual to ensure smooth transition to DIMHRS.	DFAS	2/14/02. Needs further review. Recommend MPP, OSD and Services review prior to approval. Leave accrual is based on sections 701(b) and (f) of Title 10. This issue involves FY budget issues and Legislative change, not just accrual "cut-off" issue. The Fiscal Year versus Calendar Year issue impacts much more than leave accrual. There are special aspects to DoD leave accounting that include using LIFO (Last In, First Out) rules for Saved Leave, regular leave and "Special Accrual Leave". As an exception to the LIFO policy, combat zone leave is always charged off the account first, regardless of when earned. Additionally, there is a complex transition issue that would have to be addressed and rules established for leave carry over to the calendar year etc. Need to have Services accounting and budget personnel address this proposed change for fiscal impact. Clarify which one is the recommended alternative. Issue paper states - Alternative 1: "This is the recommended alternative." Under Recommendation: "Approve Alternative 2" .	This issue will be referred to Comprehensive Analysis to ensure that Global will address leave accrual and validate that this is no longer an issue.
						ARMY	2/14/02. Concur	This issue will be referred to Comprehensive Analysis to ensure that Global will address leave accrual and validate that this is no longer an issue.
						NAVY	3/14/02. This issue requires ESC review. It does not apply to IDT or AT, but could apply to personnel performing ADT or ADSW. No Naval Reserve policies would be affected, however. 2/14/02. Requires change to 10 USC §701. If this recommendation were to be adopted concerns would arise regarding transition, especially in light of special leave accrual which entitles military members, under certain circumstances, to carry-over up to 90 days of leave for up to three fiscal years. Additionally, there is concern that if leave carry over were based on a calendar year, holiday leave periods (which frequently occur late in December and cross over into January) will coincide with the systematic loss of leave due to carry-over limits. The likely result will be that members will be charged for the leave they took while simultaneously losing leave due to the crossover from one year to the next. The potential consequence of such situations would be increases in the inaccuracies in members' leave balances, and an increase in administrative workload to correct such inaccuracies.	This issue will be referred to Comprehensive Analysis to ensure that Global will address leave accrual and validate that this is no longer an issue.
						USAF	Concur Substantive: None. Minor/Admin: Issue was raised during 29-31 Jan 02 CAT-1/Beta SME workshop. Possible DoD-wide PPBS impacts.	This issue will be referred to Comprehensive Analysis to ensure that Global will address leave accrual and validate that this is no longer an issue.
						USMC	2/14/02. Recommend an Issue Focus Group be held to ensure all aspects of this issue have been considered before making a final decision. The Issue Focus Group should address the recommendation provided of examining accounting and reporting practices to determine if there are additional adjustments required. This information should be provided to the Services before seeking a final decision of the issue.	This issue will be referred to Comprehensive Analysis to ensure that Global will address leave accrual and validate that this is no longer an issue.

Issue #	Issue Name	Issue Date	Issue Source	Category	Issue Recommendation	SVC/ Agency	Agency/Service Comments	Remarks
59	Allotment Amount Limitations	11/15/01	Member Self Support IFG	Non-Critical Path	JIG Recommendation: DIMHRS will retain current capability and warn a member of "over-allotting." In accordance with existing regulations, there will be a priority of allotment availability to the member (e.g. child and spousal support allotments required by law, court ordered garnishments, and bankruptcies) should the member have an increase to deductions that reduce available pay, placing the member in an "over-allotting" situation where existing allotments must be reduced.	All		Recommendation accepted. Closed by ESC 25 April 02.

Issue #	Issue Name	Issue Date	Issue Source	Category	Issue Recommendation	SVC/ Agency	Agency/Service Comments	Remarks
60	Reservist Capability To Define Allotments	11/15/01	Member Self Support IFG	Non-Critical Path	JIG Recommendation: Retain current policy. DIMHRS will allow eligible members to start an allotment for a period of Active Duty of 30 days or more. This will improve the Services efforts to ensure that each eligible member receives equal opportunity regardless of Service/Component.	DFAS	4/11/02. Non-concur. The allotment policy in DoDFMR, Vol. 7A, currently permits reserve members on extended active duty to have allotments. While we understand strong service need to provide allotments for members going on extended active duty to overseas locations, reducing the minimum period to 30 days or more is not practical. If a member were on temporary assignment for 30 to 60 days, there would likely be more problems and overhead than benefit. We need to discuss further how to proceed smartly and be able to provide deploying members the ability to start allotments without creating new financial hardships. Delete pre-staging option from recommendation. Pre-staging allotment to become effective upon mobilization or assignment to extended active duty is an option. However, consideration must be given to the maintenance of the pre-staged allotment information to ensure it is current when the member is assigned to active duty. The allotment information would change over time, member's life circumstances change, insurance premiums change, etc. A more practicable option would be to encourage members to take advantage of their financial institution's ability to distribute funds from their individual bank accounts to satisfy financial obligations.	4/23/02 This Issue will remain open for further analysis. Targeted for closure. The closed issue will be passed to the 24 April ESC. Agency and Service concerns (if any) are due by noon, 4 April for presentation to the ESC.
						ARMY	4/11/02. The Army concurs with the JR&IO's disposition. 2/14/02. Concur	4/23/02 This Issue will remain open for further analysis. Targeted for closure. The closed issue will be passed to the 24 April ESC. Agency and Service concerns (if any) are due by noon, 4 April for presentation to the ESC.
						NAVY	4/11/02. Concur	4/23/02 This Issue will remain open for further analysis. Targeted for closure. The closed issue will be passed to the 24 April ESC. Agency and Service concerns (if any) are due by noon, 4 April for presentation to the ESC.
						USAF	Concur Substantive: None. Minor/Admin: None.	4/23/02 This Issue will remain open for further analysis. Targeted for closure. The closed issue will be passed to the 24 April ESC. Agency and Service concerns (if any) are due by noon, 4 April for presentation to the ESC.
						USMC	4/11/02. Non-concur with recommendation. Paragraph 570105 of the DODFMR states that members of the Reserve serving on Active Duty for more than 180 days, or under involuntary recall may allot their pay. Further, paragraph 250104 of DFAS-KC 7220.31-R states that allotments must remain in effect for at least three months. Additionally, there may be issues associated with unintended effects of "prestaged" allotments: what will be the standard to ensure that allotments are within the authorized percentage of expected net pay for the member upon activation (see issue #59); how will an allotment be implemented for a 30 day period (defined minimum by this recommendation) starting in the middle of a month; and are members fully aware of allotments that may be started upon activation. Recommend the JR&IO convene an Issue Focus Group to address the purpose of the time requirements in the current references versus the time requirement in this recommendation, and to assess the full impact of implementing this recommendation.	4/23/02 This Issue will remain open for further analysis. Targeted for closure. The closed issue will be passed to the 24 April ESC. Agency and Service concerns (if any) are due by noon, 4 April for presentation to the ESC.

Issue #	Issue Name	Issue Date	Issue Source	Category	Issue Recommendation	SVC/ Agency	Agency/Service Comments	Remarks
61	Electronic Enrollment for SGLI	11/15/01	Member Self Support IFG	Non-Critical Path	Recommend that a member should be able to enroll in SGLI and change SGLI options using the member self-service option if this is supported by the Underwriter. Recommend a follow-up with the Underwriter for confirmation.	ARMY	2/14/02. Concur	OSD action is required. Underwriter approval must be obtained before this recommendation can be implemented.
						USAF	Concur Substantive: None. Minor/Admin: Allow self-service enrollment subject to VA Underwriter's approval.	OSD action is required. Underwriter approval must be obtained before this recommendation can be implemented.
62	State of Legal Tax Residence	11/15/01	Member Self Support IFG	Non-Critical Path	JIG Recommendation: DIMHRS will alert the member that there may be potential pay and/or tax impacts given changes to State of Legal Residence and allow for member self-service. Instructions and warnings from the DD Form 2058 (State of Legal Residence Certificate) and DD Form 2058-1 (State Income Tax Exemption Test Certificate) will be provided by DIMHRS to the member as part of the self-service action.	All		Recommendation accepted. Closed by ESC 25 April 02.
63	Family Member Access To Member Information	11/15/01	Member Self Support IFG	Non-Critical Path	JIG Recommendation: DIMHRS will not provide direct authorization access to family members. Further, a list of electronic documents allowing/requiring the member and family member signatures should be identified.	All		Recommendation accepted. Closed by ESC 25 April 02.
64	Leave Usage	11/13/01	SWAT Fit-Gap Analysis	Potential Mission Gap	PeopleSoft must be able to accommodate use of leave accrued in other than normal operations.	DFAS	DFAS has provided a separate memo outlining leave issues. This will be provided separately at the JIG.	6/4/02 As of May 2002, issue may be resolved by Global. Defer, pending full analysis of Global. Recommendation to be passed to JPMO for PM examination of the modifications needed to PeopleSoft and total impact. DFAS 5/24/02 This issue appears to be resolved by Global.
						USAF	4/11/02. Concur w/comment Substantive: The system used to account for leave should have the capability to track leave and/or carryover leave in unique circumstances that may be different from normal operations. (e.g. in the event military member's leave must be suspended or postponed due to real-world conflict or operations). In this case, the special leave accrual program will be implemented. Minor/Admin: None	6/4/02 As of May 2002, issue may be resolved by Global. Defer, pending full analysis of Global. Recommendation to be passed to JPMO for PM examination of the modifications needed to PeopleSoft and total impact. DFAS 5/24/02 This issue appears to be resolved by Global.

Issue #	Issue Name	Issue Date	Issue Source	Category	Issue Recommendation	SVC/ Agency	Agency/Service Comments	Remarks
65	Waiver Tracking	11/13/01	SWAT Fit-Gap Analysis	Mission Gap	PeopleSoft must indicate that a waiver has been filed and be linked to the action or process. PeopleSoft must also allow for identification of those things that are authorized for consideration of waiver. PeopleSoft delivered does not record waivers to contracts, in the accession process (or other processes for that matter). Realizing that every type of waiver will not be captured in this form, the real issue is "how is PeopleSoft going to capture/document approved/granted waivers?" DD Form 1966-Series "Record of Military Processing – Armed Forces of the United States", blocks 17(g) and 18(e) are areas used for the recording of code(s) relating to waivers at the Recruiter level and the Military Entrance Processing Station (MEPS) for Enlisted Accessions.	USAF	4/11/02. Concur Substantive: None Minor/Admin: None	
66	Total Years of Service	11/13/01	SWAT Fit-Gap Analysis	Potential Mission Gap	PeopleSoft must be able to display total years of Service less any breaks in service.	USAF	4/11/02. Concur Substantive: None Minor/Admin: None	5/23/02 Must be included in IOC
67	Promotions, Positions, and Pay	11/13/01	SWAT Fit-Gap Analysis	Potential Mission Gap	The process within PeopleSoft when a member is associated with a position and the grade of the member becomes the grade of the position must be disabled. A military member's grade is not determined by the position they fill.	USAF	4/11/02. Concur Substantive: None Minor/Admin: None	5/23/02 This issue may be simplified by Global. Must be resolved at IOC.
68	Multiple Pay Rate Determination Factors	11/13/01	SWAT Fit-Gap Analysis	Potential Mission Gap	PeopleSoft must be able to support multiple criteria for determining pay amounts (e.g. pay allowances and pay entitlements)	USAF	4/11/02. Concur w/comment Substantive: PeopleSoft must be able to support multiple criteria for determining pay amounts (e.g. allowance and pay entitlements). Minor/Admin: None	5/23/02 This issue appears to be resolved by Global.

Issue #	Issue Name	Issue Date	Issue Source	Category	Issue Recommendation	SVC/ Agency	Agency/Service Comments	Remarks
69	Retroactive Pay Processing	11/13/01	SWAT Fit-Gap Analysis	Potential Mission Gap	The process by which PeopleSoft handles retroactive personnel actions (and the impact on pay) for active duty members (includes Reserve and Guard members on active duty for more than 30 days) must be more carefully evaluated to be sure it meets DoD requirements. PeopleSoft retroactive pay processing only addresses base salary and not additional pays.	USAF	4/11/02. Concur w/comment Substantive: PeopleSoft retroactive personnel actions must be more carefully evaluated. If PeopleSoft retroactive pay processing only addresses base salary and not additional pays - those additional pays are probably considered "benefits" and like our system are "triggered" by a personnel action. Minor/Admin: None	5/23/02 This issue appears to be resolved by Global.
70	Automatic Triggers	11/13/01	SWAT Fit-Gap Analysis	Potential Mission Gap	PeopleSoft must be able to support automatic triggers (no manual intervention) for actions affected by personnel events.	USAF	4/11/02. Concur Substantive: None Minor/Admin: None	5/23/02 This issue appears to be resolved by Global.
71	Multiple Job Codes for Members	3/7/02	BA-01 Analysis	Potential Mission Gap	Developer/Implementer must determine the best way to resolve this issue after the initial analysis is completed and all gaps are identified.	OSD	n/a	5/23/02 Must be included in IOC.
72	DD Form 4 (Enlistment Contract) Certification Signature Information Requirements	3/7/02	BA-01 Analysis	Potential Mission Gap	Developer/Implementer must determine the best way to resolve this issue after the initial analysis is completed and all gaps are identified. This issue is related to the Electronic Signature (Issue 53).	OSD	n/a	5/23/02 Not needed for IOC
73	Enlistment Contract Buddy Program	3/7/02	BA-01 Analysis	Potential Mission Gap	Developer/Implementer must determine the best way to resolve this issue after the initial analysis is completed and all gaps are identified.	OSD	n/a	5/23/02 Needed for IOC.

Issue #	Issue Name	Issue Date	Issue Source	Category	Issue Recommendation	SVC/ Agency	Agency/Service Comments	Remarks
74	DD Form 4 (Enlistment Contract) Hard Copy	3/7/02	BA-01 Analysis	Potential Mission Gap	Developer/Implementer must determine the best way to resolve this issue after the initial analysis is completed and all gaps are identified.	OSD	n/a	5/23/02 Not Needed for IOC.
75	Dependency Date	3/7/02	BA-01 Analysis	Potential Mission Gap	Developer/Implementer must determine the best way to resolve this issue after the initial analysis is completed and all gaps are identified.	OSD	n/a	5/23/02 Needed for IOC.
76	Duty Title	3/7/02	BA-01 Analysis	Potential Mission Gap	Developer/Implementer must determine the best way to resolve this issue after the initial analysis is completed and all gaps are identified.	OSD	n/a	5/23/02 Needed for IOC.
77	Financial Institution Name	3/7/02	BA-01 Analysis	Potential Mission Gap	Developer/Implementer must determine the best way to resolve this issue after the initial analysis is completed and all gaps are identified.	OSD	n/a	5/23/02 Not needed for IOC.
78	Montgomery GI Bill (MGIB) Information	3/7/02	BA-01 Analysis	Potential Mission Gap	Developer/Implementer must determine the best way to resolve this issue after the initial analysis is completed and all gaps are identified.	OSD	n/a	5/23/02 Needed for IOC.
79	Service Component and Rank Fields Added to Member Data Pages in PeopleSoft.	3/7/02	BA-01 Analysis	Potential Mission Gap	Developer/Implementer must determine the best way to resolve this issue after the initial analysis is completed and all gaps are identified.	OSD	n/a	5/23/02 Needed for IOC.

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80	Primary Next of Kin Address Directions	3/7/02	BA-01 Analysis	Potential Mission Gap	Developer/Implementer must determine the best way to resolve this issue after the initial analysis is completed and all gaps are identified.	OSD	n/a	5/23/02 Not needed for IOC
81	Race and Ethnicity	3/7/02	BA-01 Analysis	Potential Mission Gap	Developer/Implementer must determine the best way to resolve this issue after the initial analysis is completed and all gaps are identified.	OSD	n/a	5/23/02 Needed for IOC.
82	Member Rank and Rank Abbreviation.	3/7/02	BA-01 Analysis	Potential Mission Gap	Developer/Implementer must determine the best way to resolve this issue after the initial analysis is completed and all gaps are identified.	OSD	n/a	5/23/02 Needed for IOC.
83	Reserve Component Category/Training Retirement Category	3/7/02	BA-01 Analysis	Potential Mission Gap	Developer/Implementer must determine the best way to resolve this issue after the initial analysis is completed and all gaps are identified.	OSD	n/a	5/23/02 Needed for IOC.
84	Savings Bond Third Party Name and Address Information Requirements	3/7/02	BA-01 Analysis	Potential Mission Gap	Developer/Implementer must determine the best way to resolve this issue after the initial analysis is completed and all gaps are identified.	OSD	n/a	5/23/02 Needed for IOC.

Issue #	Issue Name	Issue Date	Issue Source	Category	Issue Recommendation	SVC/ Agency	Agency/Service Comments	Remarks
85	Family Care Plan Effective Date	6/3/02		Mission Gap	<p>Add a Family Care Plan Effective Date to the Personal Data/Names page, next to the Family Care Plan Indicator.</p> <p>Alternative Discussion: By adding a FCP Effective Date to this PeopleSoft page, in conjunction with a Family Care Plan Indicator checkbox, the Personnelist will be able manage and maintain the validations of Family Care Plans in PeopleSoft. The Personnelist will run queries of the Family Care Plan Effective Date, and then notify the affected members via email that their Family Care Plans need to be validated or updated. The JRIO team members have decided that they don't want any workflow implemented (so that the system notifies the members automatically) because they want to control the process themselves (by auditing the queries and sending out emails to members).</p> <p>This alternative best simulates the way family care plans are handled. The Personnelist will use this Family Care Plan Effective Date in conjunction with the Family Care Plan Indicator checkbox to manage and maintain the validations of Family Care Plans in PeopleSoft.</p>		New Issue	6/3/02 Not needed for IOC
86	Family Care Plan Indicator	6/3/02		Mission Gap	<p>Add a Family Care Plan indicator checkbox to the Personal Data/Names page.</p> <p>Alternative Discussion: By adding an indicator checkbox to this PeopleSoft page, in conjunction with a Family Care Plan Effective Date, the Personnelist will be able manage and maintain the validations of Family Care Plans in PeopleSoft. The Personnelist will run queries off of the Family Care Plan Effective Date, and then notify the affected members via email that their Family Care Plans need to be validated or updated. The JRIO team members have decided that they don't want any workflow implemented (so that the system notifies the members automatically) because they want to control the process themselves (by auditing the queries and sending out e-mails to members).</p> <p>This alternative best simulates the way family care plans are handled. The Personnelist will use this Indicator in conjunction with the Family Care Plan Effective Date to manage and maintain the validations of Family Care Plans in PeopleSoft.</p>		New Issue	6/3/02 Not needed for IOC.
87	Sensitive Information	6/3/02		Mission Gap	<p>It is proposed to create a new sub-component page, accessible via a new hyperlink from the Job Data Component pages, as per the attached screen mockup. The concept is to enable capturing multiple restrictions on a single member, effective dated by start date of the restriction, categorizing each restriction as to whether it affects deployment, reassignment, or promotions and awards. Each restriction will be identified by a code that can be used to indicate more specifically the nature of the restriction. The text description of those codes that represent sensitive information is to be itself considered sensitive and confidential, knowledge of which should be restricted to authorized personnel only.</p>		New Issue	6/3/02 Not needed for IOC